

THE EFFECT OF COMPENSATION AND CAREER DEVELOPMENT THROUGH SCIENTIFIC PUBLICATION MOTIVATION ON THE PERFORMANCE OF HOMEBASE ISLAMIC EDUCATION LECTURERS AT THE UNIVERSITY

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Abstract

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The research aims to determine the effect of compensation and career development through motivation on performance. This study used a proportionate stratified random sampling technique, with a total of 27 samples distributed to Lecturers of Islamic Religious Education at the University of Science Al-Qur'an Wonosobo. The research analysis used Structural Equation Modeling (SEM) with the LISREL program. The results of the study stated that when career development was increased, the motivation of the PAI lecturer at the Al-Qur'an Science University of Wonosobo also increased. When compensation is done well, the motivation of the lecturers increases. When lecturers have high work motivation, their performance is also high. When career development is increased, performance increases. When the process of giving compensation is done well, performance increases. When the career development process is improved through motivation, the performance of the lecturers increases. When compensation is increased through motivation, the performance of lecturers increases. This research provides advice to the leaders of the University of Al-Qur'an Science Wonosobo so that the provision of compensation and the career development process for lecturers is improved.

Keywords: *Compensation, Career Development, Scientific Publication, PAI Lecturers*

INTRODUCTION

Research Context

Mensristekdikti Regulation No. 20 of 2017 mandates that lecturers are required to improve the quality and quantity of their scientific publications. Circular Letter No. 152/E/T/2012 concerning the obligation of scientific publication for undergraduate, postgraduate, and doctoral degrees also emphasizes that scientific publication plays an important role in measuring one's scientific competence. The publications produced by scholars provide an illustration of the mastery of the disciplines they have studied.¹

¹ Mohammad Yamin, "Kebijakan Literasi Untuk Meningkatkan Produktivitas Publikasi Di Perguruan Tinggi," *JAS-PT Jurnal Analisis Sistem Pendidikan Tinggi* 2, no. 1 (2018): 2.

Higher education as part of the national education system has a strategic role in educating the nation's life and advancing science and technology by paying attention to and implementing humanities values as well as cultivating and empowering the Indonesian people in a sustainable manner. To increase the nation's competitiveness in facing globalization in all fields, quality higher education is needed which is able to develop science and technology and produce intellectuals and/or professionals who are cultured and creative, tolerant, democratic, have strong character, and have noble character and dare to defend the truth for the interests of the nation.²

To support education programs in 2021, the government has determined that 20 percent of the state budget, or IDR 550 trillion, will be allocated for education funds. Of the 20% of the budget, the Ministry of Education and Culture manages 14.8% or around IDR 81.5 trillion. The largest proportion of the IDR 81.5 trillion budget managed by the Ministry of Education and Culture is in mandatory funding, which is IDR 31.13 trillion. The mandatory funding includes financing for the Smart Indonesia Program for 17.9 million students, the Indonesia Smart College Card (KIP) including ADIK which targets 1,102 million students, non-PNS teacher allowances with a target target of 363,000 teachers, State University Operational Assistance (BOPSTN) and PTN Funding Assistance for Higher Education Legal Entities (BPPTN-BH) for 75 PTNs, vocational BOPSTN for 43 PTNs, as well as the development of tourism destinations for four tourist destinations. In accordance with the mandate of the law, apart from the Ministry of Education and Culture, the education budget is also managed by various other ministries/institutions that carry out the education function.³

The government has allocated IDR 72.99 trillion for the Ministry of Education and Culture in the 2022 ABBN. In order to increase the competitiveness of quality and competitive human resources, it has announced priority outputs for 2022. In 2020, spending has more than doubled to IDR 79.06 trillion from the previous year only IDR 36.49 trillion. The increase in funds was due to the merger of the tasks and functions of higher education from the Ministry of Education and Culture to the Ministry of Education and Culture. The increase in ministerial spending led by Minister Nadiem Makarim included tuition KIP, state university operational assistance, and lecturer professional allowances.⁴

Related to the already large APBN, is Indonesia's education advanced? U.S. News & World Report has compiled a ranking of the best education systems around the world. This ranking is based on a global perception-based survey. The survey was measured by compiling scores of three attributes. These three are a well-developed education system, whether people will consider studying there, and whether the country has a high-quality education.

So, which countries have the best education systems in Southeast Asia? 1). Singapore. In 2020, the country is ranked 19th out of 73 countries included in the ranking. This year, Singapore is ranked 21st worldwide; 2. Malaysian. In 2021, Malaysia is ranked 38th worldwide. Meanwhile, in the previous year, he was ranked 39th out of 73 countries; 3). Thailand. The White Elephant Country is in 46th position this year. Thailand is two places higher than in 2020; 4). Indonesia. Indonesia won one rank higher than in 2020. This year, Indonesia is ranked 55 out of 73

² Elena Klochova et al., "The Digitalisation of the Economy and Higher Education," *Space and Culture, India* 11, no. 6 (2020): 1181.

³ Kemendikbud, "Pagu Anggaran Kemendikbud Tahun 2021 Sebesar Rp81,5 Triliun," *Kemendikbud.Go.Id*.

⁴ Tio Riyono, "Dilema Defisit APBN Serta Solusi Mengatasinya," in *Buletin APBN*, 2021.

countries; 5. Philippines. The Philippines is only one position below Indonesia. This year, he is in 55th place while in the previous year he was in 52nd place.⁵

Related to the competitiveness of international publications, Indonesia's position is still less competitive compared to several countries in ASEAN and Asia. From the SCImago portal in 2022, It is known that Indonesia ranks 61st with a total of 25,481 publications. Indonesia is far behind neighboring ASEAN countries such as Malaysia which ranks 37th with 125,084 scientific paper publications, Singapore which ranks 32nd with 171,037 publications, and Thailand ranks 43rd with 95,690 publications. The ASEAN country that is under Indonesia is Vietnam with a ranking of 66th which has a total of 20,460 publications.⁶

From the ranking of Indonesian international publications above, the number of publications with international reputations in Indonesia is quite concerning. It is certainly interesting to see the root causes that cause Indonesia to have a lower ranking of international scientific publications, including from several ASEAN countries such as Malaysia, Singapore and Thailand. From the background above, the problem is formulated, Is there an effect of compensation and career development through scientific publication motivation on the performance of PAI homebase lecturers at the University of Science Al-Qur'an Wonosobo?. with the hope of producing useful findings for the institution.

There are many similar studies, for example: Yamin's research, shows the need for tertiary institutions to encourage each lecturer to liven up the academic atmosphere and one of them is scientific publication as a form of implementing higher education Tridharma.⁷ Qomaruddin & Sundjoto analyzed the influence of research infrastructure, research funding, and research collaboration on research performance at the University.⁸ Faisal Faisal examines the effectiveness and quality of scientific work through reference management training.⁹

From the research stated above, no one has studied motivation and compensation for lecturers' scientific publications. Thus this research is different from previous research, and is a characteristic of this research, so this research needs to be continued.

Formulation Problem

This research is for the formulation of whether there is an effect of compensation and career development through motivation on performance?

Research Purpose

The research aims to determine the effect of compensation and career development through motivation on performance.

Method

⁵ Novia Aisyah, "Lima Negara ASEAN Dengan Sistem Pendidikan Terbaik Tahun 2021, RI Termasuk?," *Kompas.Com*.

⁶ SCImago, "SJR - SCImago Journal & Country Rank," *SJR - SCImago Journal & Country Rank* (2022).

⁷ Yamin, "Kebijakan Literasi Untuk Meningkatkan Produktivitas Publikasi Di Perguruan Tinggi."

⁸ Alfian Qomaruddin and Sundjoto Sundjoto, "Pengaruh Infrastruktur Riset, Pendanaan Riset Dan Kolaborasi Riset Terhadap Kinerja Penelitian Di Universitas Trunojoyo Madura," *Jurnal Studi Manajemen dan Bisnis* 8, no. 2 (2021): 9–13.

⁹ Muhammad Faisal, Auliffi Ermian Challen, and Imelda Sari, "Meningkatkan Efektifitas Dan Kualitas Karya Ilmiah Melalui Pelatihan Manajemen Referensi Bagi Dosen Dan Mahasiswa," *Humanism : Jurnal Pengabdian Masyarakat* 1, no. 2 (2020): 115–125.

The design of this study uses an explanatory research approach, due to its nature of interpreting the wholeness and depth of the subjects studied so as to enable the researcher to maintain the holistic and meaningful characteristics of the real life events observed in the research setting.¹⁰ In determining the subject, the authors used a sample, namely the Lecturer Homebase PAI with permanent employee status. This research is a quantitative research which is a process of inquiry to understand a problem based on creating holistic images formed by words and trying to understand and interpret the meaning of a text in a scientific setting,¹¹ which in this study consisted of 4 variables, namely compensation and career development as exogenous variables, motivation as mediating variables and performance as endogenous variables.

The samples taken were Homebase PAI Lecturers at UNSIQ Wonosobo with permanent employee status. Samples were taken using proportionate stratified random sampling technique. The data processing technique used in this study uses Structural Equation Modeling (SEM) which has the ability to test a series of complex relationships. The software used is Lisrel and Spss.

CONCEPTUAL STRUCTURE OR LITERATURE REVIEW

Compensation

Compensation is all income in the form of money, goods, directly or indirectly received by employees as compensation for services provided to the company. Compensation is in the form of money, meaning that compensation is paid in a certain amount of currency to the employee concerned.¹²

The compensation process is a complex network of various sub-processes with the aim of providing remuneration to employees for carrying out work and to motivate them to achieve the desired level of work performance.

Compensation programs generally aim to benefit the company, employees, and the government/community. In order to achieve the goals and provide satisfaction for all parties, the compensation program should be determined based on fair and reasonable principles, labor law, and pay attention to internal and external consistency. Benefit is to retain the organization's employees in the long term. This complementary compensation takes the form of providing a "Benefit" package and administering employee service programs.¹³

Compensation can be grouped into two types: First, direct compensation is compensation given to employees as long as the employee is still actively carrying out work in a company. Direct compensation can be divided into two types, namely: Financial compensation which includes: (1) salary, (2), wages, (3), incentive benefits, and non-financial compensation is compensation in the form of facilities provided to employees while they are actively carrying out their duties or work in the company; Second, indirect compensation is compensation given as a reward for the services of employees who have ended their tenure at the company due to retirement or death.

¹⁰ Robert K. Yin, *Case Study Research: Design and Methods* (Thousand Oaks, CA: Sage, 2014), 8.

¹¹ Hadari Nawawi, *Metodologi Penelitian Bidang Sosial* (Yogyakarta: Gadjah Madah University Press, 2012), 13.

¹² Malayu S. P Hasibuan, *Manajemen Sumber Daya Manusia* (akarta: Bumi Aksara, 2011), 117.

¹³ T. Hani Handoko, *Manajemen Personalia Dan Sumberdaya Manusia* (Yogyakarta: BPFE, 2012), 155.

Indirect compensation is divided into two, namely: Financial compensation: (1) full retirement, (2) early retirement, (3) severance pay, (4) widow, and non-financial compensation, namely indirect compensation given to employees who retire in full or early retirement in the form of health insurance.¹⁴

Compensation indicators several indicators to assess compensation, among others:¹⁵ 1) satisfied with salary, 2) satisfied with facilities, 3) satisfied with benefits.

Career development

Career is a development and progress in one's life, work or position. Careers are usually in the form of work in question, namely jobs that get rewards in the form of salary or money.¹⁶ Career success is often used in academic and popular writing about careers, referring to the degree to which an individual can be described as successful in his work life.¹⁷

Understanding Career according to Wilson is the entire work we do as long as we live whether it is paid or not ¹⁸. The number and type of successful career achievements of a person is influenced by several forms of career capital,¹⁹ including: social capital, human capital, economic capital, and cultural capital.

Aljabar argues that the career development phase is divided into 3 parts: 1) the planning phase, its activities aligning employee plans and company plans related to careers in the corporate environment, 2) the briefing phase, namely helping employees to be able to realize their plans, 3) The development phase, namely the deadline that employees use to fulfill the requirements of moving from one position to the position they want.²⁰

Motivation

Motivation is a process that describes the intensity, direction and persistence of an individual to achieve his goals.²¹ The three main elements in this definition include intensity, direction, and persistence. In the relationship between motivation and intensity, intensity is related to how hard a person tries, but high intensity does not produce satisfactory work performance unless the effort is associated with a direction that benefits the organization. Conversely, the last element, namely persistence, is a measure of how long a person can maintain his business.²²

¹⁴ Suparyadi, *Manajemen Sumber Daya Manusia, Menciptakan Keunggulan Bersaing Berbasis Kompetensi SDM* (Yogyakarta : Penerbit Andi, 2015), 272.

¹⁵ Jesslyn Halim, "Analisis Pengaruh Motivasi Dan Kompensasi Terhadap Kinerja Karyawan Di Broadway Barbershop PT Bersama Lima Putera," *AGORA* 5, no. 1 (2017): 7.

¹⁶ Setiawan E., "Kamus Besar Bahasa Indonesia Online," last modified 2021, <https://kbbi.web.id/internet>.

¹⁷ Hugh P. Gunz and Peter A. Heslin, "Reconceptualising Student Success," *Journal of Organizational Behavior* 26, no. 2 (2005): 113.

¹⁸ Hasibuan, *Manajemen Sumber Daya Manusia*, 195.

¹⁹ Jhon Arnold et al., *Work Psychology: Understanding Human Behaviour In The Workplace* (Pearson Education Canada, 2016), 25.

²⁰ Ajabar, *Manajemen Sumber Daya Manusia*, Edisi Revi. (Jakarta: Bumi Aksara, 2020), 124.

²¹ Jennifer A. Chatman and Laura J. Kray, "Research in Organizational Behavior," *Elsevier* 40 (2020): 3.

²² Abu Darim, "Manajemen Perilaku Organisasi Dalam Mewujudkan Sumber Daya Manusia Yang Kompeten," *Munaddhomah: Jurnal Manajemen Pendidikan Islam* 1, no. 1 (2020): 24.

How strong an individual's motivation will determine much of the quality of behavior he displays, both in the context of studying, working and in other lives. The study of motivation has long had its own charm for educators, managers and researchers, especially in relation to the importance of trying to achieve one's performance (achievement). In the context of the study of psychology.

Starting from the view that there is no one perfect motivational model, in the sense that each has advantages and disadvantages, scientists are constantly trying to find and find the best motivational system, in the sense of combining the various advantages of these models into one model. It seems that there is agreement among experts that this model is included in the theory regarding rewards with individual achievement.²³

According to this model, an individual's motivation is strongly influenced by various factors, both internal and external. Included in the internal factors are: 1) one's perception of oneself; 2) self-esteem; 3) personal expectations; 4) needs; 5) desire; 6) job satisfaction; 7) work performance produced.

External factors affect a person's motivation, including: 1) type and nature of work; 2) the work group where a person joins; 3) workplace organization; 4) environmental situation in general; 5) the reward system that applies and how it is implemented.

Motivation indicators according to George & Jones:²⁴ 1) Employee Behavior is how employees choose how to behave in working in a company. Employees who have good behavior show that the employee is motivated to work. 2) Employee business is the efforts made by employees while working. The harder the employee's efforts indicate the higher his motivation in working and carrying out his duties. 3) Employee persistence is the willingness of employees to continue working despite obstacles, obstacles and problems in their work. The higher the persistence of employees in working indicates that employees have high work motivation.

Performance

Performance is the level of success of employees in completing work. Kasmir stated that individual performance is the basis of organizational performance which is strongly influenced by individual characteristics, individual motivation, expectations and assessments made by management on the achievement of individual work results. Performance is determined by 3 factors, namely: a) task performance, b) loyalty behavior as positive behavior, c) counterproductive behavior as negative behavior.²⁵

Marwansyah defines performance as the attainment or achievement of a person with respect to the tasks assigned to him ²⁶. Nawawi stated that performance is the result of achieving a job, both physical and non-material. Performance is the result of work functions/activities of a

²³ Akhmad Sudrajat, *Mengatasi Masalah Siswa Melalui Layanan Konseling Individual* (Yogyakarta: Paramitha Publishing, 2013), 45.

²⁴ Jennifer M. George and Gareth R. Jones, *Understanding and Managing Organizational Behavior, 6th Edition* (New Jersey : Pearson Prentice Hall, 2011), 125.

²⁵ Kasmir, *Manajemen Sumber Daya Manusia* (Jakarta: Raja Grafindo Persada, 2019), 157.

²⁶ Marwansyah, *Manajemen Sumber Daya Manusia* (Bandung : Alfabeta, 2019), 228.

person or group within an organization which is influenced by various factors to achieve organizational goals within a certain period of time.²⁷

Achievement motive is an urge in a person to carry out an activity or task as well as possible in order to be able to achieve performance with a commendable title. For McClelland, there are at least 6 characteristics of someone who has high motives, namely: 1) Having high responsibility, 2) Dare to take risks, 3) Having realistic goals, 4) Having a comprehensive work plan and striving to realize goals, 5) Utilize concrete feedback in all work activities carried out, and 6) Look for opportunities to realize the plans that have been programmed.²⁸

RESULT AND DISCUSSION

The Effect of Compensation and Career Development Through Motivation on the PAI Lecturer Performance

In an effort to increase the quantity, quality and number of citations of scientific publication publications to enhance UNSIQ's reputation and the success of the 2021-2025 Rector's program and duties, the Dean of the Faculty of Tarbiyah and Teacher Training has adopted a policy of providing incentives for publication of scientific papers in reputable journals or proceedings with the following provisions following:

Incentives are given to FITK UNSIQ Central Java home base lecturers in Wonosobo who write in reputable national journals as the first authors or correspondence authors using UNSIQ_unsiq.ac.id email. Each lecturer has the right to receive writing incentives in Sinta 1-2-3-4-5-6 indexed journals and or Scopus or Thomson Reuters indexed proceedings for a maximum of 1 title every semester. One title can only be proposed for an incentive once. For more details, the following table is presented.²⁹

²⁷ Hadari Nawawi, *Manajemen Sumber Daya Manusia Untuk Bisnis Yang Kompetitif* (Yogyakarta : Gadjah Mada University Press, 2016), 43.

²⁸ David C. McClelland, *The Achieving Society* (New York: Golden Springs Publishing, 2016), 70.

²⁹ Dekan FITK, *Surat Edaran Dekan Fakultas Ilmu Tarbiyah Dan Keguruan (FITK) Universitas Sains Al-Qur'an (Unsiq) Jawa Tengah Di Wonosobo Tentang Insentif Karya Ilmiah Dan Prosiding* (Wonosobo, 5 April, 2022).

Table 1. Hombase PAI Scientific Publication Incentives

No.	Publication	Incentive
1	SINTA 1	Rp. 1.500.000 - 2.500.000
2	SINTA 2	Rp. 750.000 - 1.500.000
3	SINTA 3	Rp. 500.000 - 750.000
4	SINTA 4	Rp. 250.000 - 500.000
5	SINTA 5 & 6 (External)	Rp. 250.000
6	Internal Scientific Journal	Rp. 150.000
7	Proceedings of Scopus & Thomson Reuters	Rp. 750.000 - 1.500.000
8	Journal of Scopus & Thomson Reuters	Rp. 5.000.000,

Source: (Dekan FITK, 2022)

From the results of the data on the effect of motivation and compensation on scientific publications for lecturers of the PAI FITK homebase at the University of Science Al-Qur'an Wonosobo, it can be seen that the Statistical Test for Career Development Variables is as follows.

Table 2. Statistical Test of Career Development Variables

Indicator	Statement	Average	Standard Deviation	Criteria
PK 1	Achievement into consideration in my career development	3,764	0,9170	Agree
PK 2	Loyalty to the institution is a benchmark in my career development	3,759	0,9406	Agree
PK 3	Opportunities to improve abilities are open to all PAI lecturers	3,712	0,9630	Agree
PK 4	Information about career development is provided by the staffing sub-section	3,666	0,9062	Agree
PK 5	My competence becomes an important thing in my career planning	3,671	0,9443	Agree
PK 6	Career guidance is necessary between superiors and subordinates	3,646	0,8984	Agree
PK 7	My supervisor supports my career development	3,651	0,8624	Agree
PK 8	There is a budget provided by the agency in order to develop my career	3,676	0,8870	Agree
PK 9	I can provide input to superiors regarding my career development	3,774	0,9196	Agree
PK 10	There is an increase in ability after training	3,697	0,8709	Agree
Average		3,697	0,8333	Agree

Source: Data Processed

Based on the results of the respondents' answers, the total average of respondents' answers about the career development variable (X1) was 3.697. This stated that the respondents responded to agree with the career development variable. Furthermore, the Compensation Variable Statistical Test can be seen in the following table:

Table 3. Statistical Test of Compensation Variables

Indicator	Statement	Average	Standard Deviation	Information
K 1	The salary given is able to fulfill my needs	3,733	0,9364	Agree
K 2	Incentives are given to PAI lecturers who excel and are able to support the basic needs of the home base	3,779	1,029	Agree

K 3	The benefits provided are in accordance with my expectations	3,753	1,0259	Agree
K 4	The amount of the bonus given is in accordance with my work performance	3,779	1,0039	Agree
K 5	the foundation trusts me to do tasks according to my area of expertise	3,738	0,9240	Agree
K 6	A comfortable work atmosphere and environment makes me enthusiastic Working	3,702	0,8637	Agree
K 7	The foundation provides work facilities that support the completion profession	3,800	0,8769	Agree
Average		3,754	0,9013	Agree

Source: Data Processed

Based on the results of the respondents' answers, the total average of respondents' answers about the compensation variable (X2) is 3.754. This states that the respondents responded to agree with the compensation variable. Statistical Test of Motivation and Performance Variables can be seen in the following table.

Table 4. Statistical Test of Motivational Variables

Indicator	Statement	Average	Standard Deviation	Information
M 1	Giving awards to outstanding lecturers motivates me to improve my performance	3,892	0,8931	Agree
M 2	My job challenges me to give maximum performance	3,846	0,9233	Agree
M 3	My work is appreciated by my superiors	3,774	0,9026	Agree
M 4	I have the same opportunity to develop work-related skills	3,871	0,7725	Agree
M 5	I'm often involved in decision making by superiors	3,784	0,7961	Agree
M 6	I am respected by colleagues for my current position	3,820	0,7416	Agree
M 7	I can set an example for colleagues in the work environment	3,830	0,8537	Agree
M 8	The position I achieved adds enthusiasm to work	3,733	0,7869	Agree
M 9	I am often involved in important activities on campus	3,779	0,8540	Agree
M 10	I like finishing team work	3,917	0,8576	Agree
M 11	I can adjust with colleagues on campus	3,892	0,8931	Agree
M 12	Environmental social life very good campus	3,959	0,8957	Agree
Average		3,842	0,9238	Agree

Source: Data Processed

Table 5. Statistical Test of Performance Variables

Indicator	Statement	Average	Standard Deviation	Information
KTK 1	The skills that I have in accordance with my job	4,010	0,8122	Agree
KTK 2	I can quickly adjust to the decisions taken by the campus	4,128	0,8845	Agree

KTK 3	The level of achievement of the work I do is in accordance with campus expectations	4,000	0,7994	Agree
KTK 4	I prioritize work that is a priority	3,933	0,8252	Agree
KTK 5	I can get the job done well	3,892	0,7757	Agree
KTK 6	I master the field of work according to the main function	3,871	0,7858	Agree
KTK 7	Arriving on time to the office is my priority	3,933	0,8252	Agree
KTK 8	I can exercise discipline in completing work	3,841	0,8557	Agree
KTK 9	I can complete tasks well without being supervised	3,902	0,8095	Agree
KTK 10	My tasks can be completed without relying on colleagues	3,912	0,7233	Agree
Average		3, 942	0,9238	Agree

Source: Data Processed

Based on the results of the respondents' answers, the total average of respondents' answers about the performance variable (Y2) is 3.942. This states that the respondents responded to agree with the performance variable. Furthermore, validity test results were carried out with the following results

Table 6. Validity Test Results

Indicator	Standardized Loading Factor (SLF)	T-Value	Information
Career development	0,76	Reference	Valid
Compensation	0,74	Reference	Valid
Motivation	0,75	Reference	Valid
Performance	0,73	Reference	Valid

Source: Data Processed

Based on Table 6 regarding the validity test, it states that the value of the standardized loading factor (SLF) of all indicators is ≥ 0.70 and the T-values of all indicators are ≥ 1.96 . So, it can be said that all the indicators that have been used are valid. The reliability test shows the following data.

Table 7. Reliability Test Results

Variable	CR	Cut off	EV	Cut Off	Information
Career development	0,916	0,70	0,523	0,50	Reliabel
Compensation	0,897	0,70	0,556	0,50	Reliabel
Motivation	0,933	0,70	0,536	0,50	Reliabel
Performance	0,916	0,70	0,522	0,50	Reliabel

Source: Data Processed

Based on Table 7, it shows that overall the research variables meet the Construct Reliability (CR) standard value, which is greater than 0.70 and has a minimum standard of Variance extracted (VE), which is 0.50. Thus it can be concluded that all variables are reliable in measuring latent/construct variables, so they are feasible for further analysis. After passing the validity and

reliability tests, the next step is to analyze the compatibility of the data with the model as a whole or in LISREL. The overall model test is related to the analysis of the Goodness of-Fit (GOF) statistics generated by the LISREL program.

Table 8. Overall Model Fit Test

Goodness of Fit Index	Cut off Value	Results	Information
NNFI	$\geq 0,95$	0,99	Good Fit
RMR	$\leq 0,05$	0,03	Good Fit
RMSEA	$\leq 0,08$	0,02	Good Fit
CFI	$\geq 0,90$	0,99	Good Fit
NFI	$\geq 0,90$	0,98	Good Fit
AGFI	$\geq 0,90$	0,80	Unwell
IFI	$\geq 0,90$	0,99	Good Fit

Source: Data Processed

Based on Table 8 it can be seen that 7 assumptions were used in this study, 6 of which indicated good fit criteria, while 1 assumption indicated unfit criteria. With these results, the research can be said to be included in the category of good fit criteria and this research is feasible to continue because it has fulfilled the predetermined assumption test. Furthermore, a hypothesis test was carried out with the following results:

Table 9. Hypothesis Test Results

Hypothesis	Variable Relations	T-Value	Cut off	Information
H1	Career development → Motivation	4,54	1,96	Accepted
H2	Compensation → Motivation	5,44	1,96	Accepted
H3	Motivation → Performance	6,30	1,96	Accepted
H4	Career development → Performance	3,66	1,96	Accepted
H5	Compensation → Performance	2,60	1,96	Accepted
H6	Career development → Performance → Motivation	3,92	1,96	Accepted
H7	Compensation → Kinerja → Motivation	4,44	1,96	Accepted

Source: Data Processed

Table 9 shows the results of hypothesis testing which can be explained as follows:

Hypothesis 1: Career development has a positive and significant effect on motivation. Hypothesis 1 is accepted because the value of t count = 4.54 is greater than the value of t table = 1.96.

Hypothesis 2: Compensation has a positive and significant effect on motivation. Hypothesis 2 is accepted because the value of t count = 5.44 is greater than the value of t table = 1.96.

Hypothesis 3: Motivation has a positive and significant effect on performance. Hypothesis 3 is accepted because the value of t count = 6.30 is greater than the value of t table = 1.96.

Hypothesis 4: Career development has a positive and significant effect on performance. Hypothesis 4 is accepted because the value of t count = 3.66 is greater than t table = 1.96.

Hypothesis 5: Compensation has a positive and significant effect on performance. Hypothesis 5 is accepted because the calculated t value = 2.60 is greater than the t table value = 1.96.

Hypothesis 6: Career development has a positive and significant effect on performance through motivation. Hypothesis 6 is accepted because it has a calculated t value = 3.92 greater than a t table value = 1.96.

Hypothesis 7: Compensation has a positive and significant effect on performance through motivation. Hypothesis 7 is accepted because it has a t count = 4.44 greater than t table = 1.96.

Based on the results of the hypothesis testing carried out, it was found that career development had a positive and significant effect on the motivation of the homebase lecturer of PAI FITK, University of Science Al-Qur'an Wonosobo. This finding states that when career development.

These findings support the research from Iswajidi, career development has a positive and significant effect on motivation.³⁰ Basically, positive career development also has a positive effect on UNSIQ PAI homebase lecturers. Therefore, based on the results of data processing it can be said that the PAI FITK UNSIQ homebase lecturer implements good career development to support midwives and nurses so that they have high motivation at work.

Based on the results of the hypothesis testing that has been done, it is known that compensation has a positive and significant effect on the performance of homebase lecturers of PAI FITK, University of Science Al-Qur'an Wonosobo. This finding states that when compensation increases, motivation also increases.

These findings support previous research from Ristowati & Turangan which stated that compensation has a positive and significant effect on motivation.³¹ The Faculty of Tarbiyah and Teaching Science (FITK) at the University of Science Al-Qur'an Wonosobo certainly provides compensation to each lecturer on duty because this compensation is a form of compensation received by the lecturers.

Based on the results of the hypothesis testing that has been carried out, it is known that motivation has a positive and significant influence on the performance of homebase lecturers of PAI FITK, University of Science Al-Qur'an Wonosobo. These findings suggest that the greater the motivation of midwives and nurses, the higher the performance of lecturers.

These findings support research from Jaya et al, which states that motivation has a positive and significant effect on performance.³² Basically, positive motivation will also have a positive effect on performance. Therefore, based on the results of data processing, it can be said that the high motivation of the lecturers will support them to provide good performance.

Based on the results of the hypothesis that has been carried out, it is known that career development has a positive and significant influence on the performance of homebase lecturers of PAI FITK, University of Science Al-Qur'an Wonosobo. This finding states that good career development improves the performance of lecturers.

Temuan ini mendukung penelitian Hermawati, which states that development has a positive and significant impact on performance. Basically, positive career development has a positive effect on the performance of lecturers.³³

Based on the results of the hypothesis that has been carried out, it is known that compensation has a positive and significant influence on the performance of homebase lecturers of PAI FITK, University of Science Al-Qur'an Wonosobo. This finding states that by providing

³⁰ Iswajidi, Mattalatta, and Abdullah Rasyidin, "Pengaruh Dukungan Pimpinan, Pengembangan Karir Dan Kompensasi Terhadap Motivasi Perqwt Dalam Melanjutkan Pendidikan Keperawatan Di RSUD Salewangan Maros," *Jurnal Mirai Management* 1, no. 2 (2016): 190.

³¹ Nadhia Ananda Ristowati and Joyce Angelique Turangan, "Pengaruh Kompensasi, Motivasi Dan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan PT. CDE," *Jurnal Manajerial Dan Kewiransabaan* 4, no. 1 (2022): 177.

³² Herman Jaya, Ahmad Firman, and Muhammad Hidayat, "Pengaruh Kompensasi Dan Diklat Terhadap Motivasi Kerja Melalui Pengembangan Karir Asn Dinas Pekerjaan Umum Dan Penataan Ruang Kabupaten Barru," *AkMen JURNAL ILMIAH* 17, no. 2 (2020): 219.

³³ Komang Hermawati, "The Effect Of Career Development and Characteristics Of Individuals On Performance Of Employees In Indonesian Art Institute Denpasar Through Motivation As Mediation," *IJSEGCE* 2, no. 2 (2019): 112.

appropriate compensation according to the lecturers, the performance of the lecturers will increase.

This finding supports Kurniawati research, which states that compensation has a positive and significant effect on performance. With the positive influence of compensation positively affects the performance of the lecturers³⁴.

Based on the results of the hypothesis that has been carried out, it is known that career development has a positive and significant influence on performance through motivation from the homebase lecturer of PAI FITK, University of Science Al-Qur'an Wonosobo states that when career development is increased, motivation will also increase so that it affects the increase in performance.

The findings support previous research from Yulizar, motivation can mediate the effect of career development on performance. Career development affects the motivation that makes employees improve performance.³⁵

Based on the results of the hypothesis that has been done, it is known that compensation has a positive and significant effect on performance through motivation from the homebase lecturer of PAI FITK, University of Science Al-Qur'an Wonosobo. This finding states that when compensation is increased, motivation also increases thereby affecting the increase in performance.

These findings support previous research from Ristowati & Turangan, which states that compensation has a positive and significant effect on employee performance with motivation as an intervening variable.³⁶ Compensation is a factor that can motivate lecturers so they can improve performance.

CONCLUSION

From the discussion above it can be concluded: when career development is increased, the motivation of the homebase lecturers of PAI FITK at the Science University of Al-Qur'an Wonosobo also increases. When compensation is done properly and correctly, the motivation of the lecturers increases. When lecturers have high work motivation, their performance is also high. When career development is increased, performance also increases. When the process of giving compensation is done well, performance also increases. When the career development process is improved through motivation, the performance of the lecturers increases. When compensation is increased through motivation, the performance of lecturers also increases.

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³⁴ N D Kurniawati and H Warsono, "Pengaruh Kompensasi, Pengembangan Karir Dan Motivasi Terhadap Kepuasan Kerja Pegawai Di Dinas Penanaman Modal Dan Pelayanan Terpadu Satu Pintu Provinsi Jawa Tengah (DPMPTSP)," *Journal Of Public Policy And Management Review* 9, no. 4 (2020): 9.

³⁵ Yudhi Yulizar, Sarboini Sarboini, and Mariati Mariati, "Analisis Faktor-Faktor Yang Mempengaruhi Pengembangan Karir Personil Polri Pada Satuan Kerja Biro Operasi Polda Aceh," *JEMSI (Jurnal Ekonomi, Manajemen, dan Akuntansi)* 6, no. 2 (2020): 67.

³⁶ Ristowati and Turangan, "Pengaruh Kompensasi, Motivasi Dan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan PT. CDE," 178.

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